

Equality Impact Assessment - head of service review

Reference: EQIA386020663

Submitted: 17 December 2021 11:32 AM

Executive summary

Title of policy or decision: Adult Social Care Market Fund

Describe the main aims, objectives and purpose of the policy (or decision): Agree to draw down a total of £870,950 from the Adults Risk Reserve to support the stabilisation of our Social Care Market through training initiatives for our carer workforce and the delivery of our Market Shaping Programme.

What outcome(s) are you hoping to achieve?: Health, Independence and Wellbeing for All Ages

Which strategic priorities does this support? - Help create great places to grow up, live and work: Healthy lifestyles, Promoting independence

Is this a new policy (or decision) or a change to an existing policy, practice or project?: a new policy (or decision)

Please provide a link to the document / website / resource to which this EqlA relates: Attached

Please upload any documents which relate to this EqlA, for example decision documents: Attached

Assessing the equality impact

Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision): This decision paper is to provide additional resources to support our Market Shaping Activity in Adult Social Care as well as funding that supports the delivery of recruitment and retention of additional Carers for our Domiciliary or Residential Settings.

There is no direct impact to any service users or employers. It is hoped that additional resources will support our strategic aim to increase capacity and skills of our domiciliary and residential markets which supports our existing contractual arrangements to ensure Adults receive good quality care.

Does or will the policy or decision affect:

Service users: No

Employees: No

The wider community or groups of people, particularly where there are areas of known inequalities: No

Which geographical areas of Essex does or will the policy or decision affect?: All Essex

Will the policy or decision influence how organisations operate?: No

Will the policy or decision involve substantial changes in resources?: No

Is this policy or decision associated with any of the Council's other policies?: No

Is the new or revised policy linked to a digital service (website, system or application)?: No

Description of impact

Description of Impact. If there is an impact on a specific protected group tick box, otherwise leave blank. You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page: No impact on any of the above groups

I confirm that I have considered the potential impact on all of the protected characteristics: I confirm that I have considered the potential impact on all of the protected characteristics

Action plan to address and monitor adverse impacts

Does your EqlA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date EqlA completed: 17/12/2021

Name of person completing the EqlA: Lucy Johnson

Email address of person completing the EqlA: Lucy.Johnson@essex.gov.uk

Your function: Finance and Technology

Your service area: Procurement

Your team: Procurement - People

Are you submitting this EqlA on behalf of another function, service area or team?: No

Email address of Head of Service: Steve.ede@essex.gov.uk